

(a) *Rule of three.* When selecting from a certificate of eligibles, an appointing official shall, with sole reference to merit and fitness, make the selection for the first vacancy from the highest three eligibles available for appointment on the certificate. For the second vacancy, the selecting official must make selection from the three highest eligibles remaining on the certificate. Each succeeding vacancy must be filled in like manner subject to the rules in § 253.40. The rule of three applies to selections involving:

(1) All United States Wage Base positions except those of apprentice, floating equipment trainees at the grade FE-5 and FE-7 levels and marine engineer trainees at the grade ME-7 level; and

(2) United States citizens.

(b) *Rule of ten.* When selecting from a certificate of eligibles, an appointing official shall, with sole reference to merit and fitness, make the selection for the first vacancy from the highest ten eligibles available for appointment on the certificate. For the second vacancy, the selecting official must make selection from the ten highest eligibles remaining on the certificate. Each succeeding vacancy must be filled in like manner subject to the rules in § 253.40. The rule of ten applies to selections involving:

(1) All Canal Area Wage Base positions filled from pre-rated inventories which includes the positions of firefighter and firefighter trainee, and

(2) United States Wage Base positions of apprentice, floating equipment trainees at the grade FE-5 and FE-7 levels and marine engineer trainees at the grade ME-7 level.

The rule of ten shall not be applied in any situation where a United States applicant is among the top three candidates available.

(c) An appointing officer is not required to consider any eligible:

(1) Who has been considered for three or ten separate appointments, as applicable, from the same or different certificates for the same position, or

(2) To whose certification for the particular position the officer makes an objection that is sustained by the CEO for any of the reasons stated in § 253.34 or for other reasons considered by the

CEO to be disqualifying for the particular position. The length of a non-Panamanian candidate's previous service or residence in foreign areas may be a valid qualification and selection factor in filling positions in an agency having an established policy for periodic rotation of non-Panamanian citizens.

(d) When an appointing officer passes over a veteran-preference eligible and tentatively selects a non-preference eligible, the provisions of 5 CFR 332.406 apply except that the CEO shall exercise the authority vested in the Office of Personnel Management.

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§ 253.42 Appointments from registers.

(a) Except as provided by paragraph (d) of this section, a "Canal Area Career-Conditional Appointment" shall be given to an eligible selected from a register for other than temporary or term appointment.

(b) Upon completion by the appointee of 3 years of creditable service, his career-conditional appointment shall be automatically converted to a "Canal Area Career Appointment." As used in this paragraph, "creditable service" means all substantially continuous service with the Federal Government since initial non-temporary civilian appointment, including any service in the competitive or excepted service, or intervening service in the legislative or judicial branches or in the Armed Forces of the United States. A break in service of 30 days or less shall be considered substantially continuous service. Breaks in service of more than 30 days shall not be considered substantially continuous service unless the head of the agency excepts particular types of cases from this requirement. In making such exceptions, the agency will be guided by the instructions published for the competitive service in the Federal Personnel Manual.

(c) An eligible given a Canal Area Career-Conditional Appointment shall be required to serve a probationary period of 1 year. Prior Federal service may be counted toward completion of the probationary period as provided in the Federal Personnel Manual. The employing agency shall utilize the probationary period as fully as possible to determine the fitness of the employee

and shall terminate his services during such period if he fails to demonstrate fully his qualifications for continued employment. The employee shall automatically acquire a merit status upon satisfactory completion of probation.

(d) An eligible selected from a register for other than a temporary or term appointment shall be given a Canal Area Career Appointment if:

(1) He is a Federal employee serving under a career appointment in the competitive service, a permanent appointment in the excepted service, or a Canal Area Career Appointment;

(2) He is a former Federal employee who once met the service requirement for a career appointment in the competitive service, a permanent appointment in the excepted service, a Canal Zone Career Appointment, or a Canal Area Career Appointment.

(e) An eligible selected from a register for career appointment shall be required to serve a probationary period, subject to the same conditions as apply to a career-conditional appointment.

§253.43 Temporary and term appointments.

(a) An agency may make temporary limited appointments for periods not in excess of 1 year, and term appointments for periods of more than 1, but not in excess of 4 years. In making such appointments, the agency will be guided by the instructions published for the competitive service in the Federal Personnel Manual. A person so appointed shall not acquire merit status by reason of such appointment.

(b) Term employees are required to serve a 1-year trial period, during which they shall be entitled to the same limited protection as is accorded probationers under the Panama Canal Employment System. In adverse actions, term employees are entitled to the rights accorded career and career-conditional employees under the Panama Canal Employment System except while they are serving the 1-year trial period and when the term appointment has expired.

§253.44 Noncompetitive appointments.

(a) Appointing officers may non-competitively appoint a current Fed-

eral employee who has a merit status, a competitive status, or who is serving probation at the time of appointment. Appointing officers may noncompetitively reappoint a former Federal employee who has a merit status, a competitive status, or who was serving probation at the time of separation. Eligibility for such reappointment will be subject to the following conditions:

(1) Former Federal employees who have never completed the service requirement for Canal Zone or Canal Area career appointment or for career appointment in the competitive service may be reappointed only within 3 years following the date of their separation, except that periods of temporary employment shall serve to extend the three-year period. This time limit does not apply to former employees entitled to veteran preference.

(2) Former employees who have once completed the service requirement for Canal Zone or Canal Area career appointment or for career appointment in the competitive service may be reappointed without time limitation.

(b) Appointing officers may non-competitively appoint an individual who is certified by the Director of ACTION as having served satisfactorily as a Volunteer or Volunteer Leader under the Peace Corps Act, or as a VISTA volunteer under the Economic Opportunity Act. Such appointments shall be made in accordance with the procedures and regulations in effect for the appointment of such persons to positions in the competitive service.

(c) A Student Trainee who has successfully completed his cooperative work-study program may be appointed noncompetitively to a position at grade 5 or grade 7 in the applicable Non-Manual schedule for which he meets the qualification requirements, with the exception of any written test requirements, in the field of work in which he received his training, provided:

(1) He has successfully completed all the requirements for a bachelor's degree, including any specialized courses required for the particular position for which he has been in training;

(2) He has completed at least 6 months work experience (i.e., 6 months in a pay status) as a Student Trainee